

Working as "Me" or as "We"?

What Makes a Group	What Makes a Team
Members may feel obligated or forced to be part of the group (as in a class or job)	Members want or choose to be part of the team and are proud of their membership
Members aren't always aware of the group's goals	Members share a common vision and goal
Members share responsibilities but may also do things themselves because they aren't sure they can count on others	Members are comfortable sharing duties because they know they can count on others
Members may not fully trust others because they have different reasons for being part of the group	Members trust others to do what they say they will because they're committed to the team
Members may not trust their leader	Members trust their leader
Trust is not that important to why the group exists	Trust is important to members so the team can continue to succeed
Members may question why others are doing certain things and fail to learn what others' talents are	Members are valued for what they bring to the team and their talents are used to strengthen the team; they're interested in how they can interact with one another
Members don't expect their leader to look to them for help and prefer not to take on leadership roles if necessary	Members know their leader is comfortable asking them for help or to take on a leadership role if necessary
Members view moving forward as less important than just getting a job done	Members are active and look for opportunities to move forward; they want to examine how decisions are made and put into action
Members see conflict and mistakes as opportunities to complain about others or about ineffective leadership	Members see conflict and mistakes as opportunities to learn and grow
Members may not always realize the group's full potential because they work separately as individuals	Members realize their power and influence as individuals and as a team

